

2022

ANNUAL SCHOOL REPORT

SERVICE | LEADERSHIP | JUSTICE

Together in Christ



Our Lady of Victories Primary School

15 Lovell Parade, SHORTLAND 2307

Principal: Mr Gerry Vandermaat

Web: <http://www.shortland.catholic.edu.au>

About this report

Our Lady of Victories Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by the Catholic Schools Office (CSO), Maitland-Newcastle. The CSO as the 'approved authority' for the diocesan registration system formed under Section 39 of the NSW Education Act (1990), is responsible for monitoring the compliance of member schools in the manner that has been approved by the Minister of Education. The Annual School Report (the 'Report'), provides parents and the wider community with fair, accurate and objective information about various aspects of school performance and development. Additionally, the Report complements and is supplementary to other forms of regular communication to the School community regarding initiatives, activities and programs which support the learning and wellbeing of its students.

Detailed information about the School's improvement journey is documented in the Strategic Improvement Plan (SIP) which is developed, implemented and evaluated in consultation with key stakeholders. Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can be also be obtained from the My School website.

Message from key groups in our community

Principal's Message

Our Lady of Victories is a school with so much to offer. Its primary focus is on the children. We are blest with compassionate, professional and highly motivated staff that strives to provide an excellent learning environment for the children in our care.

Coming out of the COVID haze of the previous 2 years, OLV is welcoming the return of parents and friends back onto the site. These bring with them a vibrancy that invigorates the community by being once again able to share in the comings and goings that make up a school. The volunteer support from this group in the machinations of the school is invaluable.

Our Lady of Victories continues to grow with a small year 6 class leaving expected to be replaced by a larger intake of Kindergarten children in 2023. Our Lady of Victories is committed to continued growth and improvement in the learning outcomes of the children as they move from Kindergarten to Year 6. In 2022 we successfully expanded our staging pedagogy to include Stage 2 which allows us to group children according to their learning needs and pathways across both Year 3 & 4.

We look forward to another successful year in 2023.

Parent Body Message

The Parents and Friends Association meets on a monthly basis to raise issues of concern, and discuss the needs of the school including ways the Parents and Friends Association can assist in achieving these needs. 2021 initially saw our regular meetings recommence, however COVID restrictions saw us move to Zoom meetings as a means of continuing our connection with the school. 2022 has seen a return to our face to face meetings and we look forward to the year ahead. The P&F continue to work hard to support the learning and developmental needs of the children at Our Lady of Victories in close consultation with the Principal, staff and parents.

Our Lady of Victories School and the Parents and Friends Association have a good relationship with the parent body. The strong support from the families and friends of the school who have volunteered their time and money is greatly appreciated as without these volunteers we would not have been able to provide the social and community events that we have in the past. This coming year we look forward to the activities of the year which will include:

The ongoing management of the canteen, rostering, opening hours and menu, including cleaning of canteen and freezers at the end of the year:

- Athletics carnival canteen and cake stall
- Easter raffle
- Mother's Day and Father's Day Stall
- Christmas Party and raffle

I would like to thank the P&F executive for their exceptional efforts in promoting the sense of community and pride in our school, including their fabulous efforts towards fundraising for education needs for our children. Thanks goes to all general members of the P&F for your commitment to our school community and the association, those who've volunteered their time to work in the canteen, wrap raffle prizes, attend Mother's Day/Father's Day Stalls, and putting together an excellent Disco. All efforts are appreciated and are what brings us together as a school community.

Parents & Friend Association

Student Body Message

When we first started we all felt like complete strangers. But as the years have gone by friendships have grown bigger each year. As we have been learning new things, we have accomplished new abilities to solve problems. All the children at OLV are kind and compassionate to each other. Even though we have a small community we have big arms to welcome everyone.

At this school, we came here not knowing many people. But this wonderful school community helped us have a unique place at OLV. Over the years we have expanded our abilities to try new things and not be afraid to make mistakes. Our school has been many places where we can play, whether it be the large fields or the cool library. Our school is very welcoming to everyone.

School Features

HISTORY OF THE SCHOOL

Our Lady of Victories Primary School was established by Fr Roley Smyth with three Sisters of Joseph (Mary Cecily, Matthew and Marguerite) originally being named St Joseph's in 1957. It started with an initial enrolment of 81 in a range of classes from Kinder to year 4. It grew steadily over the subsequent years and reached a total of more than 300 in classes Kinder to Year 6 during the sixties.

The spirit of the Sisters of St Joseph is still evident in the school's commitment. Our Lady of Victories School is committed to developing a Catholic Faith Community. In 2007 the school celebrated 50 years of Catholic Education in Shortland. In 2011, a community hall was constructed at Our Lady of Victories with funding from the Federal Government BER program. Major renovations for the classrooms were completed at the end of Term 2 in 2016.

Playground upgrades were made during 2018 with the support of Parents & Friends fund raising activities to support the new learning initiatives in Kinder in 2019 as well as widen the playground experiences for the rest of the school.

LOCATION/DRAWING AREA

Our Lady of Victories draws from areas within the Parish of Wallsend/Shortland. Children from the suburbs of Shortland, Birmingham Gardens, Wallsend, Fletcher, Maryland and surrounds may be enrolled at Our Lady of Victories. The school caters for all children from Years Kinder to Year 6 After Year 6, families may choose San Clemente High School, Mayfield, to continue their children's Catholic education.

Student Profile

Student Enrolment

The School caters for students in Years K – 6. Students attending this School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2022: Additional information can be found on My School website.

Girls	Boys	LBOTE*	Total Students
77	57	41	134

* Language Background Other than English

Enrolment Policy

The [Enrolment Policy](#) applies to all school enrolments within the Maitland-Newcastle Diocese. School authorities manage local enrolment processes and procedures in a manner consistent with the rationale and guiding principles articulated in this Enrolment Policy and accompanying [Enrolment Procedures](#). It aims to:

- Set direction for school procedures and practices for enrolling students into Catholic primary and secondary schools within the Diocese of Maitland-Newcastle.
- Establish a common, consistent approach in enrolment practices.
- Assist the system of Catholic schools to:
 - provide schooling, where possible, for children of Catholic families who seek enrolment
 - cater for the individual needs of each child equitably within the constraints of the available teaching and material resources
 - encourage parents enrolling their children in Catholic schools to give support to parish and school life, especially in education in faith.

Student Attendance Rates

The average student attendance rate for 2022 was 88.90%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group						
Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
87.08	91.88	89.11	89.04	89.24	88.16	87.80

Managing Student Non-Attendance

Regular attendance at school is essential if students are to maximise their potential. The School, in partnership with parents, is responsible for promoting the regular attendance of students. While parents are legally responsible for the regular attendance of their children, School staff, as part of their duty of care, monitor part or whole day absences.

School staff, under the Principal's leadership, support the regular attendance of students by:

- providing a caring teaching and learning environment which fosters students' sense of wellbeing and belonging to the School community
- maintaining accurate records of student attendance
- recognising and rewarding excellent and improved student attendance
- implementing programs and practices to address attendance issues when they arise.

The Principal is responsible for supporting the regular attendance of students by ensuring that:

- parents and students are regularly informed of attendance requirements and the consequences of unsatisfactory attendance
- all cases of unsatisfactory attendance and part or full day absences from school are investigated promptly and that appropriate intervention strategies are implemented
- documented plans are developed to address the needs of students whose attendance is identified as being of concern
- the Regional Directors of Catholic Schools Office (CSO) or designated CSO officer is provided with regular information about students for whom chronic non-attendance is an issue and for whom the School's strategies have failed to restore regular attendance.

Staffing Profile

Staffing Profile

The following information describes the staffing profile for 2022:

Total number of staff	21
Number of full time teaching staff	9
Number of part time teaching staff	5
Number of non-teaching staff	7

Total number of teaching staff by NESA category

Teachers at this School are either accredited as conditional, provisional or proficient as defined by the NSW Teacher Accreditation Act 2004. Accreditation at the levels of Highly Accomplished and Lead teacher are voluntary. The number of teachers within the Diocesan Schools System (systemic schools) at these levels is as follows:

- Conditional 101 teachers
- Provisional 50 teachers
- Proficient 1862 teachers
- 1 Highly Accomplished teacher
- 1 Lead teacher

Additionally, there are approximately 4 teachers who are currently actively engaged in the submission process at the higher levels of accreditation. Teacher status at individual schools can be sourced directly from the School.

Professional Learning

The ongoing professional development of each staff member is highly valued. Professional learning can take many forms including whole school staff days, subject specific in services, meetings and conferences and a range of professional learning programs provided by the Catholic Schools Office (CSO). The School takes responsibility for planning, implementing, evaluating and tracking of its staff professional learning and individual staff members take responsibility for their ongoing professional development. All teachers have been involved in professional learning opportunities during the year related to improving student outcomes.

Summary of professional learning at this school

The staff participated in the following Staff Development during 2022:

- Child Protection Training
- Executive Assembly Days
- Leading Learning Collaborative - Lyn Sharratt Showcase
- PLT's twice per term
- PLB with Craig Moore
- Initilit Training for Year K-2
- Staff Retreat - Vision and Mission with Rose McAliste

Catholic Identity and Mission

Catholic Schools in the Diocese of Maitland-Newcastle participate, under the leadership of the Bishop and in partnership with parents and parishes, in the mission of the Church to provide quality education in the context of a living Catholic Christian tradition. Within this context, Catholic schools in the Diocese of Maitland-Newcastle educate from and for vibrant, welcoming and diverse communities with a particular commitment to the poor; for justice, integrity and peace; and with hope for the future.:

At the heart of everything there is always Jesus Christ.

Catholic schools educate:

- From and for the community of faith
- From and for excellence in learning
- In a rigorous, creative and critical pursuit of truth

(Adapted from: The Catholic School's Office Diocesan Vision Statement, 2016)

During the later part of 2021 and all of 2022, the staff worked on an update to our Vision and Mission statements to more closely align our goal (vision) with how we will achieve this (mission). We looked closely at the two intersecting charisms (ways of living the Gospel) of the Josephites and the Dominicans, as they both had and have prominence in the development of Our Lady of Victories.

At the heart of the Dominican charism is the purposeful and dynamic search for TRUTH (Veritas). The search for truth leads us to a personal encounter with God who is our centre. It drives us to inspire our students to be aware of wonder and awe, of beauty and joy, recognising the innate dignity and creativity of each person. The Josephite charism is based upon Mary MacKillop's core belief of "Never see a need without doing something about it". Mary MacKillop was selfless, and spread a spirituality based on her 'gritty determination', her love and concern for others, and her dedication to making a difference. Together, our search for truth and wanting to help each other forms the core of what strive for at OLV.

After much discussion, PD, and deep thinking, we have developed a simple, but strong vision, and ways we can live this. It has since been developed into signage that will soon be displayed in multiple locations around the school. Further discussion on the development and how to embed of our Vision and Mission statement was presented at future P&F meetings.

Our New Vision and Mission Statements were finalised this year.

Vision:

Love, Serve and Live the truth of Jesus.

Mission:

In truth we LOVE, empowering all to flourish and reach their full potential.

In truth we SERVE, acting for the good of all.

In truth we LIVE, learning and growing together in Christ.

Signage has been organised and should be going up around the school in 2023.

Curriculum, Learning and Teaching

The School provides an educational program based on and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for Primary Education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology, Human Society and its Environment, Creative Arts and Personal Development, Health and Physical Education.

The Curriculum is structured around the outcomes and content for each learning area and general capabilities for learning across the curriculum including literacy, numeracy, information and communication technology, critical and creative thinking, ethical behaviour, personal and social competence and intercultural understanding.

Our Lady of Victories honours its commitment to quality Catholic education through its provision of high-quality programs enabling each child to reach their full potential. We are a community of learning characterised by high expectations to achieve excellence, academic rigour, innovation and purpose, within an environment that engages, empowers and enables.

The curriculum at Our Lady of Victories is based on the NSW Education Standards Authority (NESA) Curriculum. Students receive instruction in all key learning areas. There are seven key learning areas taught from Kindergarten to Year 6. For more information our policies are available on our school website where you will find policies on Religious Education, English, Mathematics, Science & Technology, HSIE, Creative Arts, PDHPE.

<https://www.shortland.catholic.edu.au/curriculum>

Learning Support

Quality teaching is provided by exceptional educators at Our Lady of Victories and is very well resourced in terms of equipment and support personnel. Our Lady of Victories provides learning support services and special needs programs, including access to specialists in psychology, occupational therapy and speech pathology.

Providing a meaningful and inclusive learning program, Our Lady of Victories caters for the intellectual, spiritual, emotional, social and physical dimensions of each student. It fosters the wellbeing of all students and other members within its school community so that each person is “empowered and challenged to become lifelong learners with optimism and hope for the future”.

Our Lady of Victories aims to provide a fully inclusive mainstream learning environment that reflects the principles of the Disability Discrimination Act (1992) and the Disability Standards for Education (2005). All students are included in the activities of the school community and given opportunities and responsibilities that recognise their value to the community and provide positive learning and social experiences. Our commitment to the practices of

purposeful inclusion reflects the Gospel values of respect, equality and social justice. Within a Christian framework, we provide a learning environment that is supportive and responsive to individual needs and differences and that recognises and celebrates the individual student's abilities and strengths.

WE AIM TO DO THIS BY:

helping all students reach their full potential, academically, socially and emotionally

- identifying individual strengths and needs
- providing appropriate interventions where necessary
- fostering the growth of student confidence and independence in learning
- working collaboratively with parents and other specialists for the benefit of each student.
- providing the latest technologies to enhance their learning

STUDENTS SUPPORTED BY SPECIAL LEARNING AT OUR LADY OF VICTORIES HAVE NEEDS IN ONE OR MORE OF THE FOLLOWING AREAS:

- mental or physical disabilities (primary focus)
- learning difficulties
- English as second language (ESL)
- behavioural difficulties
- mental health concerns
- organisational issues
- social skills
- gifted and talented identification
- anger management
- literacy, maths/numeracy support
- general population (curriculum support)
- Aboriginal and Torres Strait Islander background

Student Performance in Tests and Examinations

NAPLAN

Students in Years 3, 5, 7 and 9 across Australia participate in the National Assessment program Literacy and Numeracy (NAPLAN). The purpose of this test is to provide information to parents and teachers about the achievements of students in aspects of Literacy and Numeracy. The test provides a measure of the student's performance against established standards and against other students in Australia. Each year the results are analysed by the school to inform teaching with a view to improving student performance.

The Commonwealth Government sets minimum acceptable standards for literacy, numeracy, reading, writing, grammar, punctuation and spelling at particular ages. These are referred to as national minimum standards. Student performance in NAPLAN in our school is compared to these standards.

NAPLAN RESULTS 2022		% of students in the top 2 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 3	Grammar and Punctuation	60%	52%	7%	12%
	Reading	60%	54%	7%	11%
	Writing	60%	50%	7%	7%
	Spelling	60%	48%	13%	15%
	Numeracy	33%	34%	13%	15%
NAPLAN RESULTS 2022		% of students in the top 2 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 5	Grammar and Punctuation	17%	31%	28%	14%
	Reading	41%	39%	12%	11%
	Writing	20%	25%	20%	18%
	Spelling	28%	37%	28%	14%
	Numeracy	12%	25%	18%	16%

Pastoral Care and Student Wellbeing

Pastoral Care Policy

The School's pastoral care and student wellbeing policies guidelines and procedures are informed by the [Student Wellbeing and Pastoral Care Policy](#).

The Student Wellbeing and Pastoral Care Policy 2022 aims to provide a framework for the policies, programs, resources and practices implemented at system and school level with the purpose of supporting and enhancing the wellbeing of students, and all within its school community. It refers to the overall climate of care that exists within a Catholic school.

The environment is designed to be safe and inclusive, one that promotes academic rigour. A high priority is given to building and maintaining positive and caring relationships between staff, students and parents, and the wellbeing of all.

There were changes to the policy in 2022.

Behaviour Management and Student Discipline Policy

The School's policies and procedures for the management of student behaviour are aligned the CSO [Student Wellbeing and Pastoral Care Policy](#) and to the [Suspension, Exclusion and Expulsion Procedure](#). The dignity and responsibility of each person is promoted at all times along with positive student behaviours whilst ensuring respect for the rights of all students and staff. Corporal punishment is expressly prohibited in this School. The School does not sanction administration of corporal punishment by School persons and non-School persons, including parents, to enforce discipline in the School. Further information about this and other related policies may be obtained from the School's website.

Anti-Bullying Policy

The Catholic Schools Office has established an [Anti-Bullying Policy](#) which is implemented by our school and all schools in the diocese. It provides a framework for school communities to work together to prevent and address issues of student bullying, in order to build respectful relationships that respond effectively and sensitively to the needs of each person. The CSO monitors the implementation of this policy.

The full text of the Anti-Bullying Policy may be accessed on the School's website, the administration office or at the CSO website.

Complaints Handling Policy

The Diocese of Maitland-Newcastle has established a [Complaints Resolution Policy](#) which is implemented by our school and all systemic schools in the diocese. The rationale for the policy is that within the reality of the schooling experience, it is recognised that, from time to time, misunderstandings and differences of opinion will occur, and that these need to be resolved satisfactorily. Addressing such matters within a framework of dignity, respect and truth can provide powerful opportunities to model the love of Christ in the reality of our contemporary world. CSO monitors the implementation of this policy.

The full text of the [Complaints Resolution Policy](#) may be accessed on the School's website, the administration office or at the CSO website.

Initiatives promoting respect and responsibility

Each fortnight, at our assembly, the teachers find a student, or group of students, who are actively living our Vision and Mission through their actions. Awards have the reason on them and these can be seen in the awards section of the newsletter. Our V&M statements also link with our PBL (Positive Behaviours for Learning) focus of I AM SAFE, I AM A LEARNER and I AM RESPONSIBLE in that the same sort of caring, community minded actions are encouraged through this initiative as well. It will be unpacked over time with the students so they know HOW to live our V&M.

We have a beautiful community at OLV and this will serve to ensure that we instil lifelong values that will benefit our community for years to come, and other communities into which our students enter, after they leave us.

School Improvement

The School implements the system's review cycle of improvement which outlines the processes and benchmarks for creating the culture and practice of continuous improvement with students as the focus. Strategic Improvement Plans are future focused documents that map the School's directions, aimed specifically at improving educational and wellbeing outcomes for all students through the following areas:

- Catholic Culture and Mission
- Learning

Each year, the School develops a Strategic Improvement Plan indicating the intended key improvements for student learning outcomes. A copy of the school's Strategic Improvement Plan may be obtained from the School administrative office.

Key Improvements Achieved

During 2022, Positive Behaviours for Learning (PBL) was introduced to the school community. Staff workshops were held to develop a policy and procedures for improving behaviours and linking these to improvement in leaning habits and relationships in the student body.

The capacity of every teacher & every leader through collaborative professionalism and relevant, contemporary professional learning: Executive led Professional Learning within staff meetings. In PLTs, staff developed their capacity to interpret, analyse and use data to inform teaching, worked to develop data driven teaching units and collaboratively developed and analysed assessment. Case Management Meetings were timetabled twice a term to discuss specific targeted students for input from staff. The Pedagogical Mentor co-taught with classroom teachers, planned, scaffolded and facilitated professional learning through collaborative assessment of student work and collegial dialogue.

Priority Key Improvements for Next Year

In 2023, we will conduct a review of all current school events, communication tools and procedures with a view to implement a plan of implementation of Vision and Mission statements, charism and a growth in Catholic culture.

Our Lady of Victories will be working at improving our Literacy, especially in the areas of Reading and Comprehension.

Community Satisfaction

Consultation with parents, students and teachers is valued and sought. Their feedback contributes to the planning and the achievement of improved outcomes for students. This year, the School has used a variety of processes to gain information about the level of satisfaction with the School from parents, students and teachers. The school undertakes extensive surveying of all stakeholder groups annually. This data is shared with the school community and contributes to the priorities for future planning.

Parent satisfaction

Data from the 2022 "Tell Them From Me" survey tool indicates that parents were supportive of the Faith life of the children at Our Lady of Victories. They are confident that the school is a safe and supportive place for their children. It is felt that behaviour issues are dealt with in a timely manner. They feel the school has good leadership and would recommend the school to others.

Student satisfaction

Data from the 2022 "Tell Them From Me" survey for the children at OLV indicates that they predominantly feel safe and supported at school. It is strongly agreed by students that they have opportunities to know about Jesus. Students feel that there is a positive environment and the rules and expectations were clear and understood.

Teacher satisfaction

Data from the 2022 "Tell Them From Me" survey tool for teachers indicates that the school leadership is supportive and provides feedback to create new learning opportunities for their teaching. There is a strong sense of collaboration. There is a strong sense of a successful learning culture and feedback to students about this is regular and informed by relevant assessment strategies. Teachers feel strongly that Our Lady of Victories is an inclusive school and involves parents in partnership for their children's learning.

Financial Statement

This School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

School Financial Information for the 2022 year is detailed below:

Recurrent and Capital Income 2022	
Commonwealth Recurrent Grants ¹	\$2,131,612
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$565,032
Fees and Private Income ⁴	\$256,365
Interest Subsidy Grants	\$7,424
Other Capital Income ⁵	\$91,476
Total Income	\$3,051,909

Recurrent and Capital Expenditure 2022	
Capital Expenditure ⁶	\$14,289
Salaries and Related Expenses ⁷	\$2,129,572
Non-Salary Expenses ⁸	\$802,007
Total Expenditure	\$2,945,868

Notes

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private income.
5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.

END OF 2022 REPORT